

## EXHIBIT 8

## Bremerton Football Coaching Evaluation Form

Name: <u>Joe Kennedy</u>	
Position(s): <u>Asst. FB Coach</u>	Review Date: <u>11/12/15</u>

<p><b>1. Attendance:</b>          At every practice/meeting = 5          Late/absent less than 3 times = 4 <u>4</u>          Late/absent periodically = 3          Absent or late often = 2          Missing often = 1</p> <p><b>2. Football Intelligence:</b>          Understands the whole game = 5          Grasps most parts of game = 4 <u>4</u>          Understands his position = 3          Basic understanding of game = 2          Learning the game = 1</p> <p><b>3. Commitment to Team:</b>          Important year-round = 5          Important during season = 4 <u>3</u>          Commitment lags = 3          Commitment drops off = 2          Not part of team = 1</p> <p><b>4. Character</b>          Represents Staff Well = 5          Few minor mistakes = 4 <u>2</u>          A questionable decision = 3          Many questionable decisions = 2          Bad Seed = 1</p> <p><b>5. Manageability:</b>          Listens and performs = 5          Listens and attempts = 4 <u>1</u>          Has an excuse = 3          Does it with attitude = 2          Does own thing = 1</p> <p><b>6. Relationship with Players:</b>          Outstanding = 5          Good = 4 <u>5</u>          Average = 3          Could Improve = 2          Needs to Improve = 1</p> <p><b>7. Relationship with Coaches:</b>          Cooperative and Amenable = 5          Keeps things Business like = 4 <u>2</u>          Has personal differences = 3          Openly Disagrees = 2          Volatile Situations = 1</p>	<p><b>8. Practice Skills:</b>          Runs Game appropriate drills = 5          Most drills appropriate = 4 <u>4</u>          Need some updated drills = 3          Need to review technique = 2          Needs to work on skills = 1</p> <p><b>9. Coaching Fundamentals:</b>          Knows and teaches basics well = 5          Knows basics teaches adequately = 4 <u>4</u>          Improving basic skill teaching = 3          Needs to improve = 2          Outdated = 1</p> <p><b>10. Motivational Skills:</b>          Positive and responsive = 5          Responsive = 4 <u>5</u>          Loses cool but stays positive = 3          Loses cool often = 2          Negative comments to players = 1</p> <p><b>11. Communication Skills:</b>          Expresses ideas well = 5          Gets idea across = 4          Struggles to make some connections = 3 <u>4</u>          Struggles most of the time = 2          Continually struggles = 1</p> <p><b>12. Willingness to help:</b>          Always available = 5          Available when able = 4 <u>3</u>          Availability varies = 3          Only helps when asked = 2          Minimal availability = 1</p> <p><b>13. Program Promotion:</b>          Buys into program goals/ideals = 5          Recognizes program goals/ideals = 4          Is indifferent to program goals/ideals = 3          Doesn't actively promote program = 2 <u>1</u>          Disregards program goals/ideals = 1</p> <p><b>14. Overall Evaluation:</b>          Coach we need = 5          Coach we'd like = 4          Coach we can train = 3          Coach we don't want = 1 <u>3/1</u></p>
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(Over)

# Bremerton Football Coach Evaluation Form Cont'd

Narrative Comments for above items

Item # 4/5 Coach Kennedy put himself before the team many times this season.

Item # 7 Coach Kennedy's actions this season drove a wedge in our coaching staff. He created an uneasy environment due to his legal battle

Item # 13 Coach Kennedy's actions cast our program in a poor light in the community.

Item # 14 Coach Kennedy needs to refocus on the student/athletes if wants to continue.

Areas of strength: Coach Kennedy has done an amazing job in his 8+ seasons as a BHS coach. His relationship w/ players + families is tremendous. His ability to make players feel they are connected to the team is special.

Areas of Needed Improvement: Coach Kennedy needs to remember why we coach - for the players. When he finds that focus again, he will be on track.

Recommendations:

Defer to BSD pending litigation.

Coach \_\_\_\_\_ Date: \_\_\_\_\_ Head Coach \_\_\_\_\_

Date: 11/14/15